



Madera USD Response to Preconditions for Teacher Induction Programs

March 31, 2018

Preconditions	Evidence
<p>1. Each Induction Program must be designed to provide a two-year, individualized; job-embedded system of mentoring, support and professional learning that begins in the teacher's first year of teaching.</p>	<p>Madera Unified School District's Induction Program is designed as a two-year, job-embedded system of mentoring, support, and professional learning that begins in the teacher's first year of teaching on a preliminary credential. The Madera Induction Consortium also offers an Early Completion Option for experienced and exceptional teachers. Intensive mentoring/coaching during this period is highly individualized, based on each candidate's assessed strengths and areas for growth, with a focus at all times on increased student achievement. Progress monitoring using Google Classroom for all Induction Candidates is utilized. Program completion is concluded with an Induction Candidate presentation presented to a three member panel.</p> <p>Madera Induction Website (See Year 1 Requirements; Year 2 Requirements; Early Completion Option Requirements; Early Completion Option Application; Pacing Guides Year 1; Pacing Guide for Year 2; Pacing Guide for ECO)</p>
<p>2. The Induction Program must identify and assign a mentor to each participating teacher within the first 30 days of the participant's enrollment in the program, matching the mentor and participating teacher according to credentials held, grade level and/or subject area, as appropriate to the participant's employment.</p>	<p>Madera Unified School District's Induction Program assigns a mentor/support provider to induction candidates within the first 30 days of their enrollment in the program. The induction program coordinator matches credentials between induction candidates and mentor teachers, with consideration given to grade level, specific subject area, and/or particular area of authorization. Additionally the present and past experiences of its mentor teachers are taken into account to ensure that the pairing is as closely tailored to the candidate's assignment as possible.</p> <p>MIC Accreditation (See Mentor Matches; Mentor Selection Criteria, Data showing admittance into MIC with Mentor Teacher matches)</p>

<p>3. Each Induction Program must assure that each participating teacher receives an average of not less than one hour per week of individualized support/mentoring coordinated and/or provided by the mentor.</p>	<p>The Madera Induction Consortium program requires a minimum of one hour per week of individualized mentor support. Mentor Teachers are required to complete monthly collaboration logs. Induction Candidates are required to complete monthly journals reflecting on their discussions with their mentors.</p>
<p>4. Goals for each participating teacher must be developed within the context of the Individual Learning Plan (ILP) within the first 60 days of the teacher's enrollment in the program.</p>	<p>The Madera Induction Consortium program requires Induction Candidates to write their ILP goals within the first 60 days of the teachers' enrollment into the program. First year teachers must write two goals based upon the California Standards for the Teaching Profession Numbers 1 and 2. Second year teachers must write three goals based on CSTPs 3, 4 and 5. ECO candidates must write three goals on any of the 4 CSTPs.</p> <p>Madera Induction Website (See MIC Handbook)</p>
<p>5. The ILP must be designed and implemented solely for the professional growth and development of the participating teacher and not for evaluation for employment purposes.</p>	<p>The Individual Learning Plan is designed and implemented solely for the professional growth and development of the candidate. MUSD, nor its partnering school districts use the MIC program for any evaluative purposes. MUSD, the MIC program, and its consortium partners comply with all Commission Preconditions, Program Standards, as well as California Ed Code.</p> <p>MIC Accreditation (See Consortium MOU; MIC Handbook)</p>
<p>6. An Induction Program sponsor must make available and must advise participants of an Early Completion Option for "experienced and exceptional" candidates who meet the program's established criteria.</p>	<p>Per California Education Code Section 44279.25 and the Preconditions for Teacher Education Induction Programs' requirements, Madera Unified School District ensures that information on its Early Completion Option is shared with all candidates at program orientations. Candidates receive the induction handbook, which details the program's Early Completion Option application process.</p> <p>Madera Induction Website</p>

	(See MIC Handbook)
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Madera Unified School District agrees to abide by all General and Program Preconditions as evidenced by both the submission of the General Preconditions as well as the Induction Program Preconditions.

Sincerely,



Todd Lile
Superintendent
Madera Unified School District